

**Faculty Assembly Meeting
Minutes for April 25, 2017
3:30-5:00 pm
Blow Hall Board Room**

Officers Present: Sophia Serghi (President), Cathy Forestell (Vice President), Chris Abelt (Secretary) and Eric Chason (Faculty Representative to the Board of Visitors)

Other Members Present: Mark Forsyth, Carl Friedrichs, Mark Hofer, Rex Kincaid, Scott McCoy, Christy Porter, Patty Roberts, Megan Tschannen-Moran, Cynthia Ward and Sibel Zandi-Sayek

Members Absent: John Eisele, Courtney Harris, Ron Hess, Steve Holliday, Ron Schechter and Tricia Vahle

Others in Attendance: Michael Halleran (Provost), Terry Meyers (Parliamentarian)

1. Call to order

Ms. Serghi called the meeting to order at 3:35 pm.

2. Approval of Minutes for March 28, 2017

The minutes were approved by unanimous consent.

3. Provost's Report

The BOV approved the changes to the Faculty Handbook allowing for NTE faculty to be awarded emeritus status upon retirement. The BOV finalized the AY 17-18 budget. The biggest impact on the budget was the annualization of salary increases, increases in financial aid, increases in health care costs and a one-time payment to the Virginia Retirement System. The College has absorbed budget cuts from the Commonwealth through selective reductions and position freezes. The Provost mentioned the Plumeri awards and two recipients from members of the Assembly - Ms. Zandi-Sayek and Mr. Abelt. He called attention to the comment period for the next decade of the academic calendar. Three of the next ten spring semesters will be thirteen and a half weeks. An extra week is being inserted between the fall and spring terms to create a January "period." He reported that the background checks on new faculty did not raise any flags this year. If there were something uncovered from a check, the College would always investigate further. The new Title IX policy requires annual reporting as well. This year there is one case at the inquiry level, but it has not proceeded to an informal investigation.

4. Appeal from Emily Thomas, Senior Class President, concerning commencement.

Ms. Thomas was not present. Mr. Chason pointed out that the appeal was for faculty to attend the main commencement ceremony on Saturday.

5. Discussion on proposed changes to the Handbook - section III. G.

Ms. Tschannen-Moran discussed the most recent iteration of Section III.G. dealing with suspension of a faculty member. The Faculty Affairs committee was concerned with how a suspension is ended. They also considered invoking FAST (faculty assistance and support team) in this section. Because FAST is only a suggestion for changes in other sections of the Handbook, it was left out of the current version. The Executive Committee can always create an assistance team. Mr. Chason wondered whether this document should be forwarded to the PPC or the *ad hoc* committee as part of their charge. He also wondered why a threat to the educational function of the College would require an immediate cessation of duties, since there can be a broad interpretation of what this means. In the current case that is prompting updating the Handbook there was no threatening behavior, just unusual behavior that originally caused concern. The language about “harm” was taken from Section F. of the current Handbook. Ms. Tschannen-Moran pointed out that having a separate section on suspension would cover instances of policy violation and health issues. Ms. Ward asked whether “serious” should be added as a qualifier for harm. She also noted the lack of symmetry in the third section concerning whether the Executive Committee was consulted prior to the suspension or not. Mr. Chason suggested that the draft be tabled and sent to the *ad hoc* group. This suggestion was moved, seconded and approved unanimously.

6. Listening session with Suzanne Raitt and Eric Chason from the Presidential Search Committee.

Mr. Chason noted that only two members of the Presidential Search Committee can be present according to Virginia Freedom of Information rules. A third member would make the meeting illegal since it should be announced and open to the public. The search is likely to be closed. The

only public announcement will be the name of the next president of the College. The committee is supposed to provide the BOV with three unranked names at the end of the process. The BOV will make the ultimate decision. Eleven of the nineteen members of the search committee are on the BOV. Ms. Porter asked if candidates must be external. There is no explicit restriction. The committee is responsible for developing a strong pool of candidates. A search firm will be employed to assist the committee. Ms. Ward hoped that the next president will have experience as a faculty member. Ms. Serghi passed on the attributes that previous searches sought: commitment to faculty governance, diversity, proper use of language and to the capital campaign. Ms. Ward added that diversity should include not only underrepresented groups in hiring and in the student body, but also intellectual diversity. Ms. Serghi asked about the salary range. Mr. Chason indicated that the BOV would be able to make a competitive offer to outstanding candidates. Ms. Roberts asked what themes have been mentioned at other listening sessions. The list includes diversity, ability to work with the General Assembly, a background in academics with an appreciation for scholarship, understanding what makes William and Mary special, affordability and accessibility, transparency in making decisions, having a vision that takes into account all stakeholders, commitment to slow growth (questions about EVMS merger, new School of Engineering), resisting the corporatization of the academic enterprise, commitment to fund raising (some anxiety about a change in leadership in the middle/end of a campaign). The Provost noted that our campaign stands at \$682M. Our best year to date has been raising \$142M. Most campaigns take longer than the average term of a university president.

7. Reports from Standing Committees

Executive Committee: Sophia Serghi

The Executive Committee discussed the composition of the *ad hoc* committee. Ms. Forestell will be one of three to five members. Other people will be brought in to consult as needed.

Liaison Committee: Cathy Forestell

Ms. Forestell reported that the faculty presentation to the BOV was well received. The presentation focused on two creative adaptation projects: 1) the Innovation Lab Summer Institute (led by Mark Hofer, School of Education) and 2) the Mason entrepreneurship center (led by Graham Henshaw, School of Business). Mr. Chason noted that the presentations to the BOV this year were excellent.

COPAR: Patty Roberts

Ms. Roberts reported that while COPAR was able to offer advice for the budget, the cuts meant that few PBRs were funded.

Academic Affairs: Christie Porter

Ms. Porter said that the committee has identified individuals who can provide information on issues with online learning and instruction.

7. Old Business

Ms. Forestell described efforts in being able to broadcast future FA meetings to address accessibility issues. IT has a program called Zoom that solves the software problem. It remains to determine if the BOV room has the appropriate hardware.

8. New Business

Ms. Serghi announced that the location of the celebration after the May 11 meeting has not been determined. A number of groups will be invited including new FA members, senior administration, FA meeting guests and BOV meeting presenters.

Ms. Serghi adjourned the meeting at 4:49.

Prepared by Chris Abelt